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WOMEN in the LABOR MARKET



*Georgia Department of Labor
Employment Security Agency
Labor Information Systems*

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INTRODUCTION

The purpose in doing a statistical report on women is to give planners, analysts, educators, Job Service Staff members and the public an idea of what the place of women in the labor market has been over the last few decades and where women are currently. It is apparent that though some changes for women have occurred in the last few decades, much of their economic situation remains the same.

The data clearly reveals some of the changes women have undergone. Women were more likely in the 1970's to live longer, to be better educated, to be single or divorced, and to be in the labor force than they were in previous decades. Furthermore, of those women in the labor force a greater proportion were white, in their teen's and twenties and had young children than their counterparts in the 1950's and 1960's.

In spite of these changes, "the general patterns of employment and unemployment of women bear a great similarity to the past."¹ Though there has been some movement of women into jobs having greater status and earnings, the majority are still found in the same traditional occupations in which women were employed in the 1950's and 1960's. In part due to the predominance of women in traditional women's occupations, their earnings are still far below that of men. "As in earlier decades, today's full-time women workers earn, an average, approximately 60 percent of what men earn."² In fact even within the same occupational category or with the same educational level as that of men their earnings are much lower. In addition, the average unemployment rate for women now as in the past is much higher than the rate of men. Though there have been numerous laws, regulations, executive orders and programs to help women to improve their place in the labor market, they have

as yet apparently had little effect on the economic situation of women.

Both national and state projections indicate that the number of women participating in the labor force will continue to grow, no matter what various sectors of the population may feel about this trend. The question for government and society, which this report can not answer, is not whether women will participate in even greater numbers in the work force but whether they will participate as equals or as predominately low paid menials.

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TABLE I

POPULATION BY SEX AND AGE IN THE UNITED STATES
AND GEORGIA 1950, 1960, 1970 AND PROJECTED 1980

(IN THOUSANDS)

United States

<u>Sex and Year</u>	<u>All Ages</u>	<u>Under 15 years</u>	<u>15 to 24</u>	<u>25 to 44</u>	<u>45 to 64</u>	<u>65 +</u>
1950						
Total Number	151,326	40,672	22,221	45,414	30,724	12,295
Male	75,187	20,708	10,989	22,302	15,375	5,813
Female	76,139	19,964	11,232	23,112	15,349	6,482
% of total						
Male	49.7	50.9	49.5	49.1	50.0	47.2
Female	50.3	49.1	50.5	50.9	50.0	52.7
1960						
Total Number	179,323	55,786	24,020	46,900	36,057	16,559
Male	88,331	28,358	11,906	22,935	17,629	7,503
Female	90,992	20,428	12,114	23,965	18,428	9,056
% of total						
Male	49.3	50.8	49.6	48.9	48.9	45.3
Female	50.7	49.2	50.4	51.1	51.1	54.7
1970						
Total Number	203,212	57,900	35,441	47,996	41,810	20,066
Male	98,912	29,505	17,551	23,449	19,992	8,416
Female	104,300	28,395	17,890	24,547	21,818	11,650
% of total						
Male	48.7	51.0	49.5	48.9	47.8	41.9
Female	51.3	49.0	50.5	51.1	52.2	58.1
1980						
Total Number	222,769	51,203	41,496	61,858	43,688	24,523
Male	108,474	26,161	20,958	30,524	20,916	9,914
Female	114,295	25,042	20,538	31,334	22,772	14,609
% of total						
Male	48.7	51.1	50.5	49.3	47.9	40.4
Female	51.3	48.9	49.5	50.7	52.1	59.6

TABLE I
(continued)

Georgia

<u>Sex and Year</u>	<u>All Ages</u>	<u>Under 15 years</u>	<u>15 to 24</u>	<u>25 to 44</u>	<u>45 to 64</u>	<u>65 +</u>
1950						
Total Number	3,445	1,089	568	1,005	562	220
Male	1,689	551	281	487	270	100
Female	1,756	538	287	518	292	120
% of total						
Male	49.0	50.6	49.5	48.5	48.0	45.5
Female	51.0	49.4	50.5	51.5	52.0	54.5
1960						
Total Number	3,943	1,324	603	1,013	712	291
Male	1,926	670	304	490	339	123
Female	2,017	654	299	523	373	168
% of total						
Male	48.8	50.6	50.4	48.4	47.6	42.3
Female	51.2	49.4	49.6	51.6	52.4	57.7
1970						
Total Number	4,590	1,373	859	1,122	868	367
Male	2,231	699	431	547	410	144
Female	2,359	674	428	575	458	223
% of total						
Male	48.6	50.9	50.2	48.8	47.2	39.2
Female	51.4	49.1	49.8	51.2	52.8	60.8
1980						
Total Number	5,345	1,352	974	1,537	966	315
Male	2,578	688	486	750	453	200
Female	2,767	664	488	787	513	315
% of total						
Male	48.2	50.9	49.9	48.8	46.9	38.8
Female	51.8	49.1	50.1	51.2	53.1	61.2

Sources: U.S. Department of Commerce, Bureau of Census, United States Census of Population: 1960, PC(1)-12B Ga. Table 16; A Statistical Portrait of Women in the US., Series P-23, No. 58, April 1976, Table 1-1 and 1-2; Current Population Estimates and Projections, Series P-25, No. 541; and Georgia Department of Labor, Labor Information Systems, Georgia Annual Planning Information for Fiscal Year 1980, May 1979, pg. 18,19

TABLE II

THE PERCENT CHANGE IN POPULATION BY AGE
AND SEX IN THE UNITED STATES AND GEORGIA
FROM 1950 TO PROJECTED 1980

Age Categories	Percent Change 1950-1960		Percent Change 1960-1970		Percent Change 1970-1980	
	Male	Female	Male	Female	Male	Female
<u>United States</u>						
All Ages	17.5	19.5	12.0	14.6	9.7	9.6
Under 15 Years	36.9	37.4	4.0	3.5	-11.3	-11.8
15 to 24	8.3	7.9	47.4	47.7	19.4	14.8
25 to 44	2.8	3.7	2.2	2.4	30.2	27.6
45 to 64	14.7	20.1	13.4	18.4	4.6	4.4
65 +	29.1	39.7	12.2	28.6	17.8	25.4
 <u>Georgia</u>						
All Ages	14.0	14.9	15.8	17.0	15.6	17.3
Under 15 Years	21.6	21.6	4.3	3.1	-1.6	-1.5
15 to 24	8.2	4.2	41.8	43.1	12.8	14.0
25 to 44	0.6	1.0	11.6	9.9	37.1	36.9
45 to 64	25.6	27.7	20.9	22.8	10.5	12.0
65 +	23.0	40.0	17.1	32.7	38.9	41.3

Sources: U. S. Department of Commerce, Bureau of the Census, United States Census of Population; 1960, PC(1) 12B Ga., Table 16; A Statistical Portrait of Women in the U.S., Series P-23, No. 58, April 1976, Table 1-1 and 1-2; Current Population Estimates and Projections, Series P-25, No. 541; and Georgia Department of Labor, Labor Information Systems, Georgia Annual Planning Information for Fiscal Year 1980, May 1979, pg. 18,19

DEMOGRAPHIC CHARACTERISTICS OF WOMEN IN THE UNITED STATES AND GEORGIA

The Age of Women in the Population

From 1950 to projected 1980, there will be an increase in the proportion of women in the population in both Georgia and the United States. In 1950, 50.3 percent of the United States' population was female. By projected 1980, the proportion of women is expected to be 51.3 percent. This same population shift has also been taking place in Georgia, where 51 percent of the population was women in 1950 but will be 51.8 percent by 1980.

It is evident that this increasing in the proportion of women is the result of women's greater longevity. In both the United States and Georgia, men start out in the under 15 year old age group as a greater proportion of the population, than women, but by the age of 25, women have become a greater percentage of the population.

From 1950 to projected 1980, the most dramatic rise in the percentage of women will be in the over 65 age category. In 1950 women in the United States 65 years old and over were 52.7 percent of the population. By 1980, they are projected to be 59.6 percent of the population. In Georgia also women 65 years old and over will climb from 54.5 percent of the population in 1950 to 61.2 percent in projected 1980. The increasing longevity of women is making them an ever larger percentage of the total population.

This longer life span for women is most probably a result of the reduction of deaths from pregnancy and child birth. In addition chronic degenerative diseases rather than infective and parasitic diseases have become the major causes of death over the last 40 years. For medical reasons that are not completely clear men are more likely than women to die from these degenerative diseases.³

The Marital and Family Status of Women in the Population

In addition to the changes in the proportion of women in the population, there have been dramatic changes in the marital and family status of women. From 1950 to 1976 in both Georgia and the United States, the proportion of divorced and never married women has grown substantially.

At the same time that the proportion of divorced and single women in the population has risen, the percentage of married women with husbands has declined. There have also been increases in the percentage of families headed by females with no husband.

The data clearly indicate that both the nation and Georgia have seen a rise in the proportion of divorced and single women in the population. In 1950, in the United States, only 2.5 percent of women were divorced, but by 1976 this had climbed to 5.8 percent. Though the percentage of divorced women in Georgia has been slightly lower than in the nation it still increased from 1.9 percent in 1950 to 5.2 in 1976.

There has also been an increase in the proportion of never married women in the population. In 1950, 16.9 percent of females in the United States had never been married. By 1976, this proportion had increased to 19.7 percent. This same pattern has also been true for Georgia but with lower percentages. In 1950, 14.8 percent of Georgia's women had never been married, but by 1976 the never married had risen to 18.3 percent.

As one might suspect, since the percentage of divorced and never married women has risen, the proportion of married women with husbands present has declined. In the United States, 64.7 percent of women in 1950 were married with a husband present. By 1976, this percentage had dropped to 58.6 percent. In Georgia also the percentage of women married with a husband present went from 63.5 in 1950 to 57.2 percent in 1976.

This increasing number of divorced and single women has been the result of liberalization of divorce laws and the growing social acceptability of being divorced or single. In addition, the economic cost of divorce has been lessened. Furthermore, the greater education and work experience of women may be resulting in their greater social and economic independence which at least in the short run has given rise to a larger proportion of divorced and single women in the population.⁴

In addition to changes in marital status, there have been changes from 1960 to 1975 in the family status of women. In both Georgia and the United States the proportion of female family heads with no spouse present has increased. While families headed by women have been on the increase, the proportion of husband-wife families has declined. Both nationally and in the State the percent of families with just female heads has been growing. In the nation, the percent of families headed by females went from 10.1 percent in 1960 to 13.4 percent in 1975. In 1960 in Georgia 12 percent of families had female heads, which rose to 16.6 percent in 1975.

As the proportion of families headed by just women has increased, a steady decline in husband-wife families has taken place. In Georgia in 1960, 85.5 percent of families were husband-wife families, but by 1975 this had decreased to 81 percent. In the United States, in 1960, 87.2 percent of families were husband-wife families, but by 1975 this had declined to 83.9 percent. It should also be noted that within these husband-wife families, there has been a growing participation of wives in the paid labor force, though this increase has been greater for the nation than for Georgia.

TABLE III

MARITAL STATUS OF WOMEN 16 YEARS AND OVER IN THE
UNITED STATES AND GEORGIA IN SELECTED YEARS
1950 to 1976 *

	1950		1960		1970		1976	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>United States</u>								
Total Population	54,988	100.0	61,911	100.0	73,261	100.0	81,037	100.0
Divorced	1,373	2.5	1,707	2.8	2,695	3.7	4,679	5.8
Married, husband absent	2,001	3.6	2,362	3.8	2,730	3.7	2,862	3.5
Married, husband present	35,574	64.7	40,176	64.9	45,055	61.5	47,502	58.6
Widowed	6,735	12.2	8,063	13.0	9,640	13.2	10,053	12.4
Never Married	9,305	16.9	9,603	15.5	13,141	17.9	15,942	19.7
<u>Georgia</u>								
Total Population	1,188	100.0	1,329	100.0	1,636	100.0	1,855	100.0
Divorced	22	1.9	35	2.6	63	3.9	96	5.2
Married, husband absent	70	5.9	80	6.0	99	6.1	94	5.1
Married, husband present	754	63.5	830	62.5	973	59.5	1,060	57.2
Widowed	166	14.0	190	14.3	227	13.9	265	14.3
Never Married	176	14.8	194	14.6	274	16.7	340	18.3

Note: Due to rounding some items may not add to total. Also, Georgia data for 1950, 1960 and 1970 are total population 16 years old and over. All U.S. data and 1976 Georgia data are for the civilian noninstitutional population 16 years old and over.

Sources: U.S. Department of Labor, Bureau of Labor Statistics, U.S. Working Women: A Databook, Bulletin 1977, Table 18; Marital and Family Status of Workers by State and Area, Report 545, December, 1978, Table 1; U.S. Department of Commerce Bureau of the Census, 1970 Census of Population, PC(1) D12 Ga., Table 152; U.S. Census of Population: 1960, PC(1)-12D Ga., Table 105; and 1950 Census of Population, Vol. II, Part 2 Georgia, Table 57.

* in thousands

TABLE IV

THE PERCENT CHANGE IN THE MARITAL STATUS OF WOMEN
16 YEARS AND OVER IN THE UNITED STATES
AND GEORGIA FROM 1950 to 1976

	Percent Change 1950-1960		Percent Change 1960-1970		Percent Change 1970-1976	
	U.S.	Georgia	U.S.	Georgia	U.S.	Georgia
Population	12.6	11.9	18.3	23.1	10.6	13.4
Divorced	24.3	59.1	57.9	80.0	73.6	52.4
Married, husband absent	18.0	14.3	15.6	23.8	4.8	-5.1
Married, husband Present	12.9	10.1	12.1	17.2	5.4	9.0
Widowed	19.7	14.5	19.6	19.5	4.3	16.7
Never Married	3.2	10.2	36.8	41.2	21.3	24.1

Sources : U.S. Department of Labor, Bureau of Labor Statistics, U.S. Working Women: A Databook, Bulletin 1977, Table 18; Marital and Family Status of Workers by State and Area, Report 545, December 1978, Table 1; U.S. Department of Commerce Bureau of the Census, 1970 Census of Population, PC(1) D12 Ga, Table 152; U.S. Census of Population: 1960, PC(1)-12D Ga., Table 105; and 1950 Census of Population, Vol. II, Part 2 Georgia, Table 57.

TABLE V

FAMILY STATUS OF WOMEN IN THE UNITED STATES AND
GEORGIA 1960, 1970 and 1975
(in thousands)

	1960		1970		1975	
	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
<u>United States</u>						
Total	45,435	100.0	51,947	100.0	56,080	100.0
Husband-Wife families	39,624	87.3	44,739	86.1	47,046	83.9
Wife in paid Labor Force	12,007	26.1	17,568	33.8	21,628	38.6
Wife not in paid Labor Force	27,617	60.1	27,171	52.3	25,418	45.3
Male Heads, no wife present	1,202	2.6	1,258	2.4	1,541	2.7
Female Head, no husband present	4,609	10.1	5,950	11.5	7,494	13.4
<u>Georgia</u>						
Total	949	100.0	1,150	100.0	1,292	100.0
Husband-Wife families	811	85.5	961	83.6	1,047	81.0
Wife in paid Labor Force	368	38.8	437	38.0	523	40.5
Wife not in paid Labor Force	443	46.7	524	45.6	524	40.6
Male Heads, no wife present	25	2.6	39	3.4	29	2.2
Female Head, no husband present	114	12.0	150	13.0	215	16.6

Note: Items may not add due to rounding

Sources: U.S. Department of Commerce, Bureau of the Census, Money, Income and Poverty Status 17 1975 of Families and Persons in the United States and the South Region by Divisions and States, Series P-60, No. 112, June 1978, Tables 1A and 11A; A Statistical Portrait of Women in the U.S., Series P-23, No. 58, Table 10-9; U.S. Census of Population: 1960, PC(1)-12D Ga., Table III and 144, 1970 Census of Population PC(1)-D12 Ga., Table 158 and 198.

The Educational Attainment of Women in the Population

For both Georgia and the nation from 1950 to 1975, there was a dramatic improvement in the education attainment of both males and females 25 years old and over. The percent of males and females with only an elementary school education in the United States and Georgia dropped dramatically from 1950 to 1975. As the percent of individuals with eight years or less of education has dropped, a dramatic increase in persons with some high school or college education has taken place. This growth in educational attainment, however, has not been equally distributed between men and women.

In 1950 a higher percentage of females than males both in the United States and Georgia had some high school education. Though the percent of both males and females with some high school increased from 1950 to 1975, the proportion of women at the high school level in 1975 was still greater than that of men in both the nation and Georgia.

It is in the area of college education where men have over-taken women. In 1950, in Georgia, almost the same proportion of men and women had some college. By 1975, 29.6 percent of males had some college, while only 22.9 percent of women did. This same pattern has also been true nationally. In 1950 close to the same proportion of men and women had some college training. By 1975, one third of the males 25 years and over had received some college training, but only one fourth of the women had reached that same level.

It is evident that though overall education has improved for both sexes, a greater proportion of men has reached a higher educational level than women. Women in both the nation and Georgia in 1975 were more likely to have received some high school education, whereas men were more likely to have some college or even a college degree. Furthermore, women in Georgia had not attained the educational level of their national counterparts.

TABLE VI

YEARS OF SCHOOL COMPLETED BY MALES AND FEMALES
25 YEARS OLD AND OVER IN GEORGIA AND THE
UNITED STATES-1950, 1960, 1970 and 1975
(Numbers in thousands)

	1950		1960		1970		1975	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>GEORGIA</u>								
<u>Male</u>								
25 years and over ¹	782	100.0	912	100.0	1,071	100.0	1,249	100.0
Elementary: Total	493	63.0	456	49.9	387	36.1	377	30.2
8 years	79	10.1	88	9.6	89	8.3	74	5.9
High-School: Total	201	25.7	316	34.6	458	42.8	502	40.2
4 years	72	9.2	157	17.2	232	21.7	345	27.6
College: Total	88	11.3	140	15.4	226	21.1	370	29.6
4 years/more	42	5.4	71	7.8	124	11.6	211	16.9
<u>Females</u>								
25 years and over ¹	881	100.0	1,037	100.0	1,234	100.0	1,466	100.0
Elementary: Total	508	57.9	480	46.3	416	33.6	391	26.7
8 years	88	10.0	103	9.9	108	8.8	87	5.9
High-School: Total	276	31.3	424	40.9	616	49.9	740	50.5
4 years	104	11.8	214	20.6	297	24.1	452	30.8
College: Total	97	11.0	133	12.7	202	16.4	355	22.9
4 years/more	37	4.2	55	5.3	93	7.5	155	10.6
<u>UNITED STATES</u>								
<u>Male</u>								
25 years and over ¹	40,336	100.0	47,931	100.0	51,017	100.0	56,114	100.0
Elementary: Total	19,833	49.2	20,042	41.8	14,483	28.4	11,878	21.2
8 years	8,847	21.9	8,516	17.8	6,708	13.1	5,250	9.4
High-School: Total	14,552	36.1	19,127	39.9	23,999	47.0	25,443	45.3
4 years	7,548	18.7	10,154	21.2	14,365	28.2	17,180	30.6
College: Total	5,951	14.8	8,762	18.3	12,535	24.6	18,793	33.5
4 years/more	3,038	7.5	4,639	9.7	7,009	13.7	10,601	18.9

TABLE VI
(continued)

	1950		1960		1970		1975	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
<u>UNITED STATES</u>								
<u>Female</u>								
25 years and over ¹	42,828	100.0	50,398	100.0	57,115	100.0	63,112	100.0
Elementary: Total	19,170	44.8	18,348	36.4	14,837	26.0	12,714	20.1
8 years	8,901	20.8	8,927	17.7	7,307	12.8	5,984	9.5
High-School: Total	18,025	42.1	24,444	48.5	31,445	55.1	34,212	54.2
4 years	10,182	23.8	14,301	28.4	19,793	34.7	23,891	37.9
College: Total	5,633	13.2	7,606	15.1	10,833	19.0	16,186	25.6
4 years/more	2,267	5.3	2,986	5.9	4,709	8.2	7,402	11.7

¹Only persons with some education have been counted

NOTE: Some items may not add due to rounding

Sources: U.S. Department of Commerce, Bureau of the Census, 1950 Census of Population, Vol. II, Part II Ga. Table 65; U. S. Census of Population: 1960, PC(1)-12D Ga., Table 103; 1970 Census of Population PC(1)-D-12 Ga., Table 148; Census of Population: 1960, Vol. I, Part I United States Summary, Table 173; 1970 Census of Population, Vol. I, Part I United States Summary, Table 199; Money Income and Poverty States in 1975 of Families and Persons in the United States and the South Region by Divisions and States, Series P-60, No. 112, June 1978, Tables 1B and 11B.

The Income of Women in the Population

There has been from 1950 to 1975, very little change in the relationship of women's income to men's. In 1950 the United States census indicated that the median income for all females 14 years old and over in Georgia was just 43.3 percent that of men. By 1975 women's income as a percent of men's had increased to 45.8 percent. Even if the family status or educational level of women was the same as that of men, their income was still not equal.

There has been and continues to be a large income gap between families with female heads and other family types. Furthermore,, the gaps have not diminished substantially since the 1960's. Though there have been increases in incomes for all families, those families with female heads have not gained as rapidly as husband-wife families or families headed by a male. From 1960 to 1975 in the United States the median income increased about 161 percent for husband-wife families and about 155 percent for families with a male head. The gain for families headed by a female was only 135 percent. This same national pattern has also been true for Georgia. The percent change for husband-wife families was about 210 percent but was only about 194 percent for families headed by a female. Unfortunately, since the sample for the data on the median income for families with male heads in 1975 was too small to include in Table 8, the 1960 median income of families headed by males can not be compared to a 1975 median income. Furthermore, from 1960 to 1975 the income of families with a female head as a percent of the income of husband-wife and male headed families decreased in both Georgia and the nation.

The greater educational attainment of women does bring their income closer to mens, but it is still unequal. In 1975, in Georgia, women with eight years of education had 33 percent the income of men with the same education. With

four years of high school women's income increased to 43 percent that of men. A college degree in 1975 enabled a women to have an income 53 percent of that of a male with the same education. The nation also had a similiar trend, with women's income 38.6 percent of the men's with eight years of education, 39.6 percent with a high school diploma, and 50.9 percent with a college degree.

It is quite clear that there has been little change economically in the position of women. If one compares all women to all men 14 years old and over, women's income in 1950 and still in 1975 was less than half that of men. Being the head of a family does not improve a women's economic situation. In 1975 in both Georgia and the United States the income of families with a female head was half that of husband-wife families and 56 to 61 percent of that of families headed by just a male. Even higher educational attainment makes only a slight difference. Women with college degrees in 1975 had only slightly over half the income of men.

TABLE VII

MEDIAN INCOME OF MALES AND FEMALES
14 YEARS OLD AND OVER IN GEORGIA
1950, 1960, 1970 and 1975

	1950		1960		1970		1975	
	<u>Median Income</u>	<u>Female as a % of Male</u>	<u>Median Income</u>	<u>Female as a % of Male</u>	<u>Median Income</u>	<u>Female as a % of Male</u>	<u>Median Income</u>	<u>Female as a % of Male</u>
Male	\$1,470	-----	\$2,758	-----	\$5,167	-----	\$7,200	-----
Female	636	43.3	980	35.5	\$2,153	41.7	\$3,299	45.8

Sources: U.S. Department of Commerce, Bureau of the Census, 1950 Census of Population, Vol. II, Part II Ga., Table 87; United States Census of Population: 1960, PC(1)-12D Ga., Table 133; 1970 Census of Population, PC(1)-D12 Ga., Table 192; Money Income and Poverty Status in 1975 of Families and Persons in the United States and the South Region, by Divisions and States, Series P-60, No. 112, June 1978, Table 11B

TABLE VIII

MEDIAN INCOME OF FAMILIES BY TYPE OF FAMILY IN
THE UNITED STATES AND GEORGIA
1960, 1970 and 1975

	Median Income			Percent Change		
	1960	1970	1975	1960-70	1970-75	1960-75
<u>UNITED STATES</u>						
Husband-wife families	\$5,873	\$10,516	\$15,302	79.1	45.5	160.5
Wife in Pd. Labor Force	\$6,900	\$12,276	\$17,581	77.9	43.2	154.8
Wife not in Pd. Labor Force	\$5,520	\$ 9,304	\$13,274	68.6	42.7	140.5
Male Head, no wife present	\$4,860	\$ 9,012	\$12,367	85.4	37.2	154.5
Female Head, no husband present	\$2,968	\$ 5,093	\$ 6,983	71.6	37.1	135.3
<u>GEORGIA</u>						
Husband-wife families	\$4,573	\$ 8,937	\$14,186	95.4	58.7	210.2
Wife in Pd. Labor Force	-----	\$10,342	\$16,454	----	59.1	-----
Wife not in Pd. Labor Force	-----	\$ 7,681	\$11,191	----	45.7	-----
Male Head, no wife present	\$3,094	\$ 6,482	(B)	109.5	----	-----
Female Head, no husband present	\$2,038	\$ 3,963	\$ 5,996	94.5	51.3	194.2

Sources: U.S. Department of Commerce, Bureau of the Census, A Statistical Portrait of Women in the United States, Series P-23, No. 58, Table 10-9; Money Income and Poverty Status in 1975 of Families and Persons in the United States and the South Region, by Divisions and States, Series P-60, No. 112, June 1978, Table 1A and 11A; United States Census of Population: 1960, PC(1)-12D, Table 140; and 1970 Census of Population, PC(1)-D12 Ga., Table 198.

(B) Sample too small to include a figure

TABLE IX

MEDIAN INCOME OF FAMILIES HEADED BY FEMALES AS A PERCENT
OF THE MEDIAN INCOME OF HUSBAND-WIFE FAMILIES AND
FAMILIES HEADED BY MALES IN THE U.S. AND GEORGIA
1960, 1970, 1975

	<u>1960</u>	<u>1970</u>	<u>1975</u>
<u>UNITED STATES</u>			
Median Income of Female Headed families as a percent of			
Husband-Wife Families	50.5	48.4	45.6
Male Headed Families	61.1	56.5	56.5
<u>GEORGIA</u>			
Median Income of Female Headed families as a percent of			
Husband-Wife Families	44.5	44.3	42.3
Male Headed Families	65.9	61.1	----

Sources: U. S. Department of Commerce, Bureau of the Census, A Statistical Portrait of Women in the United States, Series P-23, No. 58, Table 10-9; Money Income and Poverty Status in 1975 of Families and Persons in the United States and the South Region, by Divisions and States, Series P-60, No. 112, June 1978, Table 1A and 11A; United States Census of Population: 1960, PC (1) 12D, Table 140; and 1970 Census of Population, PC(1)-D12 Ga., Table 198.

TABLE X

THE EDUCATIONAL ATTAINMENT AND MEDIAN INCOME
OF MALES AND FEMALES IN THE UNITED STATES
AND GEORGIA IN 1975

	Total	% of Total	Total with Income	% of Total by Educational Category	Median Income
<u>GEORGIA</u>					
<u>Male</u>					
Total 25 years & over	1,249	100.0	1,228	98.3	\$9,411
Elementary: Total	377	30.2	358	95.0	\$3,719
8 years	74	5.9	71	95.9	\$6,735
High-School: Total	502	40.2	502	100.0	\$10,148
4 years	345	27.6	345	100.0	\$11,549
College: Total	370	29.6	368	99.5	\$14,417
4 years or more	211	16.9	209	99.1	\$16,528
<u>Female</u>					
Total 25 years & over	1466	100.0	1,130	77.1	\$3,784
Elementary: Total	391	26.7	308	78.8	\$2,003
8 years	87	5.9	65	74.7	\$2,228
High-School: Total	740	50.5	548	74.1	\$4,246
4 years	452	30.8	330	73.0	\$4,988
College: Total	335	22.9	274	81.8	\$7,611
4 years or more	155	10.6	127	81.9	\$8,761

Table X concluded on next page

TABLE X
(concluded)

	Total	% of Total	Total with Income	% of Total by Educational Category	Median Income
<u>UNITED STATES</u>					
<u>Male</u>					
Total 25 years & over	56114	100.0	55,645	99.2	\$10,952
Elementary: Total	11878	21.2	11,713	98.6	\$5,699
8 years	5250	9.4	5,197	99.0	\$6,932
High-School: Total	25443	45.3	25,228	99.2	\$10,995
4 years	17180	30.6	17,077	99.4	\$11,914
College: Total	18793	33.5	18,705	99.5	\$14,871
4 years or more	10601	18.9	10,546	99.5	\$16,673
<u>Female</u>					
Total 25 years & over	63112	100.0	47,699	75.6	\$4,052
Elementary: Total	12714	20.1	10,068	79.2	\$2,460
8 years	5984	9.5	4,655	77.8	\$2,680
High-School: Total	34212	54.2	24,644	72.0	\$4,228
4 years	23891	37.9	17,065	71.4	\$4,724
College: Total	16186	25.6	12,987	80.2	\$6,769
4 years or more	7402	11.7	6,185	83.6	\$8,491

Source: Department of Commerce, Bureau of the Census, Money Income and Poverty Status in 1975 of Families and Persons in the United States and the South Region, by Division and States, Series P-60, No. 112, June 1978, Tables 1B and 11B.

WOMEN IN THE LABOR FORCE

Participation of Women in the Labor Force

One of the most dramatic changes in our society over the last three decades has been the increased participation of women in the labor force. This increase is a strong indication "of the changing social and economic roles of women."⁵ In Georgia the participation rates of women went from 32.9 percent in 1950 to a projected 51.2 percent in 1980. For the nation also there was a similiar climb, from 33.9 percent in 1950 to 48.4 percent in projected 1980. The labor force is becoming increasingly female dominated. It is projected that by 1980, 42.9 percent of the civilian labor force in Georgia and 41 percent in the nation will be female. The facts influencing the entrance of women into the labor force in the 1970's were an increasingly service-oriented economy that demanded more white-collar and service workers, a greater social acceptance of young working wives and mothers, new training programs for women in both traditional and nontraditional occupations, and the highest rates of inflation since the 1920's.⁶

TABLE XI

PARTICIPATION RATES FOR MALES AND FEMALES 16 YEARS OLD,
AND OVER IN THE U.S. AND GEORGIA

<u>Civilian Labor Force as a Percent of Civilian Noninstitutional Population</u>							<u>Projected</u>
	<u>1950</u>	<u>1960</u>	<u>1970</u>	<u>1975</u>	<u>1976</u>	<u>1977</u>	<u>1980</u>
<u>GEORGIA</u>							
Male	83.8 ¹	80.3 ¹	77.9	79.3	79.2	78.9	76.0
Female	32.9	39.2	45.0	49.2	50.6	50.6	51.2
<u>U. S.</u>							
Male	83.7	79.8	75.9	75.7	75.4	75.6	77.8
Female	33.9	37.7	43.3	46.3	47.2	48.4	48.4

¹The 1950 and 1960 participation rates for Georgia were obtained by dividing the total labor force by the total population, whereas all the other rates were calculated by dividing the civilian labor force by the civilian noninstitutional population.

Sources: U. S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 17 No. 1 July 1970, Table A-2; U. S. Working Women: A Databook, Bulletin 1977, 1977, Table 61; U. S. Department of Commerce, Bureau of the Census, U. S. Census of Population: 1960, PC(1)-12D Ga, Table 115; 1950 Census of Population, Vol. II, Part II Georgia, Table 69; and Georgia Department of Labor, Labor Information Systems, Georgia Annual Planning Information for Fiscal Year 1980, May 1979, Table 18. Employment and Earnings, Vol 26, No. 3, March 1979, Table A-2

TABLE XII

PERCENT OF WOMEN IN THE CIVILIAN LABOR
FORCE IN GEORGIA AND THE UNITED STATES
IN SELECTED YEARS

	<u>1950</u>	<u>1960</u>	<u>1970</u>	<u>1975</u>	<u>1976</u>	<u>1977</u>	<u>1978</u>	Projected <u>1980</u>
<u>GEORGIA</u>								
Female	30.4	36.2	40.4	41.7	42.4	42.1	41.9	42.9
<u>U. S.</u>								
Female	29.6	33.4	38.1	39.9	40.5	41.0	41.7	41.0

Sources: U. S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1975, No. 481, Table 3; Geographic Profile of Employment and Unemployment, 1976, Report 504, Table 3; State Profile of Employment and Unemployment, 1977, Report 539, Table 1; Employment and Earnings, Vol. 17 No.1, July 1970, Table A-1 and A-2; Employment and Earnings, Vol. 26, No. 3, March 1979, Table A-1 and A-2; U. S. Working Women: A Data Book, Bulletin 1977, 1977, Table 61; Georgia Department of Labor, Labor Information Systems, Georgia Annual Planning Information for Fiscal Year 1980, May 1979, Plate 6; and Labor Resource Information for Affirmative Action Programs 1979, Table 2.

A Description of Women in the Labor Force

Not only have an increasing percentage of women entered the labor force, but the kinds of women in the labor force have changed. In the 1950's more middle-aged women were entering the labor force, but in the 1960's and 1970's this shifted to younger women. Furthermore, there have been changes in the racial composition, marital status and family situations of women in the labor force.

The Age of Women in the Labor Force in Georgia

Though there has been an ever growing proportion of women making up the Georgia Civilian Labor Force, the predominance of certain age groups of women in the labor force has shifted from decade to decade. In the 1960's working women were more likely to be middle-aged, while by the 1970's there was an increase of younger women entering the labor force.

From 1950 to 1960 there was a dramatic increase in women 45 to 64 years old entering the labor force. In 1950, 28 percent of women in the labor force were 45 to 64 years old. By 1960 women in this age bracket were 31.6 percent of women in the labor force. In fact, from 1950 to 1960, there was a 78.9 percent increase in the 45 to 64 year old women in the labor force, while for men the increase was only 23.5 percent., this increase of middle-aged women in the labor force may be a "carry-over effect of work experience gained by this group of women during World War II." ⁷

From 1960 to 1970 the proportion of 20 to 24 year olds making up the labor force in Georgia had grown, particularly for women. There was a 90 percent increase from 1960 to 1970 of 20 to 24 year old women in the labor force, whereas for men in this age category there was just a 40 percent increase. Some of this

large influx of 20 to 24 year olds into the labor force was the result of the baby boom of the late 1940's and early 1950's. Also the large number of young women entering the labor force in the 1970's in comparison to that of young men was also the result of the changing societal attitudes about working women and the growing necessity for women to work due to the high rate of inflation.

From 1970 to projected 1980, it is expected that the largest percentage increase in females in the labor force will be the 25 to 34 year olds, followed by the 35 to 44 year olds. Apparently, in the 1980's the greatest influx of women into the work force will be those who have done much of their growing up during the increased awareness of feminism in the 1960's. In contrast, the age groups with the greatest percentage increases for men will be the 20 to 24 and 25 to 34 year olds. Furthermore, the percent increase for 25 to 34 year old men is not expected to be as great as it will be for women.

TABLE XIII

THE AGE COMPOSITION OF MALES AND FEMALES IN THE GEORGIA
CIVILIAN LABOR FORCE IN SELECTED YEARS
(Numbers in thousands)

	Male 1950		Male 1960		Male 1970		Male Projected 1980	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total in Civilian Labor Force	883	100.0	914	100.0	1,074	100.0	1,400	100.0
Ages								
16-17	31	3.5	27	3.0	32	3.0	51	3.6
18-19	38	4.3	35	3.8	45	4.2	61	4.4
20-24	102	11.6	95	10.4	133	12.4	208	14.9
25-34	222	25.1	212	23.2	261	24.3	403	28.8
35-44	210	23.8	219	24.0	224	20.9	279	19.9
45-64	234	26.5	289	31.6	341	31.8	355	25.4
65 +	46	5.2	37	4.0	38	3.5	43	3.1
	Female 1950		Female 1960		Female 1970		Female Projected 1980	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent
Total in Civilian Labor Force	391	100.0	520	100.0	730	100.0	1,053	100.0
Ages								
16-17	12	3.1	13	2.5	17	2.3	32	3.0
18-19	22	5.6	24	4.6	37	5.1	51	4.8
20-24	56	14.3	61	11.7	116	15.9	161	15.3
25-34	103	26.3	116	22.3	162	22.2	313	29.8
35-44	99	25.3	130	25.0	151	20.7	214	20.3
45-64	90	23.0	161	31.0	224	30.7	255	24.2
65 +	9	2.3	15	2.9	23	3.2	27	2.6

Sources: U. S. Department of Commerce Bureau of the Census, 1950 Census of Population, Vol. II, Part II Georgia, Table 66; United States Census of Population: 1960, PC(1)-12D Ga., Table 115; 1970 Census of Population, PC(1)-D12 Ga., Table 164; and Georgia Department of Labor, Labor Information Systems, Georgia Annual Planning Information for Fiscal Year 1980, May 1979, Table 20.

TABLE XIV

THE PERCENT CHANGE BY AGE OF MALES AND FEMALES
IN THE GEORGIA CIVILIAN LABOR FORCE
FROM 1950 to PROJECTED 1980

	Percent Change					
	1950-1960		1960-1970		1970-Projected 1980	
	Male	Female	Male	Female	Male	Female
Total Labor Force	3.5	33.0	17.5	40.4	30.4	44.1
Ages						
16-17	-12.9	8.3	18.5	30.8	59.4	88.2
18-19	- 7.9	9.1	28.6	54.2	35.6	37.8
20-24	- 6.9	8.9	40.0	90.2	56.4	38.8
25-34	4.5	12.6	23.1	39.7	54.4	93.2
35-44	4.3	31.3	2.3	16.2	24.6	41.7
45-64	23.5	78.9	18.0	39.1	4.1	13.8
65 +	-19.6	66.7	2.7	53.3	13.2	17.4

Sources: U. S. Department of Commerce Bureau of the Census, 1950 Census of Population, Vol. II, Part II Georgia, Table 66; United States Census of Population: 1960, PC(1)-12D Ga., Table 115; 1970 Census of Population, PC(1)-D-12 Ga., Table 164; and Georgia Department of Labor, Labor Information Systems, Georgia Annual Planning Information for Fiscal Year 1980, May 1979, Table 20.

Racial Composition of Women in the Labor Force

From 1950 to projected 1980, the percentage of women in the Georgia Labor force has increased substantially. Though there has been a steady rise in women in the Georgia labor force, there have been definite differences in the participation rates of white and nonwhite women.

The data clearly indicate that there has been a substantial percentage increase of white women entering Georgia's civilian labor force from 1950 to projected 1980. In 1960, 46.5 percent, more white women were in the labor force than in 1950. From 1960 to 1970 there was a 49.3 percent increase. It is expected that from 1970 to projected 1980 this increased participation will slow down to 38.4 percent.

During this same period which experienced a growing number of white women entering the labor force, a much smaller percentage increase has taken place for nonwhite women. From 1950 to 1960 and 1960 to 1970, the percent increase of nonwhite women in the labor force was 10.3 percent and 20.5 percent. It is expected, however, that from 1970 to projected 1980 there will be a 60 percent increase in nonwhite women in the labor force. Even though there may be a large increase in nonwhite women entering the labor force from 1970 to 1980, only 29.5 percent of the women in the labor force in 1980 will be nonwhite. This will be a drop from a much higher proportion of 37.3 percent in 1950.

TABLE XV

THE PROPORTION OF NONWHITE WOMEN 16 YEARS & OVER
IN THE GEORGIA CIVILIAN LABOR FORCE IN SELECTED
YEARS, 1950 TO PROJECTED 1980
(Numbers in Thousands)

Years	Total Number of Women in Labor Force	Nonwhite Women in Labor Force	% of nonwhite Women in Labor Force
1950	391	146	37.3
1960	520	161	31.0
1970	730	194	26.6
1975	894	234	26.2
1976	935	252	27.0
1977	950	236	24.8
1978	970	238	24.5
Projected 1980	1,052	310	29.5

Sources: U. S. Department of Commerce Bureau of the Census, 1950 Census of Population, Vol. II, Part 2 Georgia, Table 66; United States Census of Population: 1960, PC(1)-12D Ga., Table 115; 1970 Census of Population, PC(1)-D12 Ga., Table 164; U. S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1975, Report 481, Table 3; Geographic Profile of Employment and Unemployment 1976, Report 504, Table 3; State Profile of Employment and Unemployment, 1977, Report 539, Table 1; Georgia Department of Labor, Labor Information Systems, Labor Resource Information for Affirmative Action Programs 1979, Table 2; and Georgia Annual Planning Information for Fiscal Year 1980, May 1979, Table 20.

TABLE XVI

THE PERCENT CHANGE OF WHITE AND NONWHITE WOMEN IN
GEORGIA'S CIVILIAN LABOR FORCE
1950 to PROJECTED 1980

<u>PERCENT CHANGE</u>	<u>All Women</u>	<u>White Women</u>	<u>NonWhite Women</u>
1950 to 1960	33.0	46.5	10.3
1960 to 1970	40.4	49.3	20.5
1970 to 1975	22.5	23.1	20.6
1975 to 1976	4.6	3.5	7.7
1976 to 1977	1.6	4.5	-6.3
1977 to 1978	2.1	2.5	0.8
1978 to projected 1980	8.5	1.4	30.3
1970 to Proj. 1980	44.1	38.4	60.0

Sources: U. S. Department of Commerce Bureau of the Census, 1950 Census of Population, Vol. II, Part 2 Georgia, Table 66; United States Census of Population: 1960, PC(1)-12D Ga., Table 115; 1970 Census of Population, PC(1)-D-12 Ga., Table 164; U. S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1975, Report 481, Table 3; Geographic Profile of Employment and Unemployment 1976, Report 504, Table 3; State Profile of Employment and Unemployment, 1977, Report 539, Table 1; Georgia Department of Labor, Labor Information Systems, Labor Resource Information for Affirmative Action Programs 1979, Table 2; and Georgia Annual Planning Information for Fiscal Year 1980, May 1979, Table 20.

The Marital Status of Women in the Labor Force

The major change in the marital status of women in the labor force over the last 20 and 30 years has been in the growth of divorced and single women in the labor force. In contrast, widows and married women with absent husbands have become a smaller proportion.

In Georgia and in the United States the proportion of never married and divorced women has increased from 1960 to 1970. In Georgia 16.7 percent of the women in the labor force in 1960 had never been married, but by 1976 this had climbed to about 21 percent. The percent of divorced women had also risen from five percent in 1960 to almost eight percent in 1976. These same proportional increases for divorced and never married women were also experienced in the national labor force. In 1960, almost 20 percent of the women in the United States labor force had never been married. This had increased to almost 25 percent by 1978. The proportion of divorced women also jumped from almost 6 percent in 1960 to almost 10 percent in 1978. It should be noted that the proportion of divorced and single women was higher for the nation than for Georgia.

While the proportion of divorced and single women has risen, the percent in the labor force of widows and married women with absent spouses has declined. In Georgia in 1960, almost 11 percent of working women were widows, but by 1976 this had decreased to 7.2 percent. Nationally also there was the same drop. In 1960, a little over 11 percent of women in the labor force were widows, but by 1978 this had decreased to 5.5 percent. The proportion of married women with absent husbands also decreased substantially in the nation from 6 percent in 1950 to 4.4 percent in 1978 and in the state from 8.4 percent in 1960 to 6.5 percent in 1976.

The rising proportion of divorced and never married women in the work force is in part a reflection of the growing percentage of divorced and single women in the population. In addition, there has become an increasing economic necessity for these women to support themselves, since parents and ex-husbands may not be as willing or able to support them now as in the past. The decrease in working widows is probably because many are at retirement age and may be eligible for social security benefits. In addition, many of these women may be eligible for their husbands benefits based on their work records and may even get additional benefits if they still have dependent children at home.

TABLE XVII

MARITAL STATUS OF WOMEN IN THE
LABOR FORCE IN GEORGIA IN
1960, 1970 AND 1976
(Numbers in Thousands)

	1960		1970		1976	
	Number	Percent	Number	Percent	Number	Percent
Total	520	100.0	731	100.0	961	100.0
Never married	87	16.7	122	16.7	203	21.1
Married, Husband present	308	59.1	442	60.4	550	57.2
Married, Husband absent	44	8.4	56	7.7	63	6.5
Widowed	55	10.6	65	8.9	69	7.2
Divorced	26	5.0	46	6.3	76	7.9

Note: Data for 1960 and 1970 are for the total labor force, whereas 1976 data are for the civilian labor force.

Sources: U. S. Department of Commerce, Bureau of the Census, United States Census of Population: 1960, PC(1) 12 D Ga., Table 116; 1970 Census of Population PC(1)-D12 Ga., Table 165; U. S. Department of Labor, Bureau of Labor Statistics, Marital and Family Status of Workers by State and Area, Report 545, December 1978, Table 1.

TABLE XVIII

THE PERCENT CHANGE IN THE MARITAL STATUS OF WOMEN
IN GEORGIA'S LABOR FORCE 1950 TO 1976

	PERCENT CHANGE	
	1960-1970	1970-1976
Total	40.5	31.4
Never Married	40.2	66.4
Married, Husband Present	43.5	24.4
Married, Husband Absent	27.3	12.5
Widowed	18.2	6.2
Divorced	76.9	65.2

Sources: U. S. Department of Commerce, Bureau of the Census, United States Census of Population: 1960, PC(1)-12D Ga., Table 116; 1970 Census of Population, PC (1)-D12 Ga., Table 165, U. S. Department of Labor, Bureau of Labor Statistics, Marital and Family Status of Workers by State and Area, Report 545, December 1978, Table 1.

TABLE XIX

MARITAL STATUS OF WOMEN IN THE CIVILIAN LABOR
FORCE IN THE UNITED STATES IN SELECTED YEARS
1950 TO 1978
(Numbers in Thousands)

	1950		1960		1970	
	Number	Percent	Number	Percent	Number	Percent
Women Total	15,560	100.0	21,329	100.0	31,233	100.0
Never Married	4,304	27.7	4,233	19.8	6,965	22.3
Married, Husband present	7,682	49.4	12,244	57.4	18,377	58.8
Married, Husband absent	933	6.0	1,224	5.7	1,422	4.6
Divorced			1,222	5.7	1,927	6.2
Widowed	2,641	17.0	2,406	11.3	2,542	8.1

	1976		1977		1978	
	Number	Percent	Number	Percent	Number	Percent
Women Total	37,817	100.0	39,374	100.0	40,970	100.0
Never Married	9,083	24.0	9,470	24.1	10,222	24.9
Married, Husband present	21,554	57.0	22,377	56.8	22,789	55.6
Married, Husband absent	1,801	4.8	1,715	4.4	1,802	4.4
Divorced	3,146	8.3	3,561	9.0	3,888	9.5
Widowed	2,233	5.9	2,251	5.7	2,269	5.5

Note: Some Items may not add to total due to rounding

Sources: U. S. Department of Labor, Bureau of Labor Statistics,
U. S. Working Women: A Databook, Bulletin 1977, Table 18
and Women in the Labor Force: Some New Data Series, Report
575, October 1979, Table 2

TABLE XX

THE PERCENT CHANGE IN THE MARITAL STATUS OF WOMEN
IN THE CIVILIAN LABOR FORCE IN THE UNITED STATES
FROM 1950 TO 1978

	Percent Change					
	1950- 1960	1960- 1970	1970- 1976	1976- 1977	1977- 1978	1970- 1978
Women Total	37.1	46.4	21.1	4.1	4.1	31.2
Never Married	-1.6	64.5	30.4	4.3	7.9	46.8
Married, Husband present	59.4	50.1	17.3	3.8	1.8	24.0
Married, Husband absent	31.2	16.2	26.7	-4.8	5.1	26.7
Divorced		57.7	63.3	13.2	9.2	101.8
Widowed	37.4	5.7	-12.2	0.8	0.8	-10.7

Sources: U. S. Department of Labor, Bureau of Labor Statistics,
U. S. Working Women: A Databook, Bulletin 1977, Table 18
and Women in the Labor Force: Some New Data Series, Report
575, October 1979, Table 2

Women with Children in the Labor Force

Not only has there been an increase in divorced and single women working, but a growing number of women with children have been entering the labor force. This increased work force participation is true for both husband-wife families and families headed by females. However, the marital status of the women and the ages of their children do affect women's entrance into the labor force.

From 1960 to 1970 in Georgia, the participation of families with both husband and wives in the labor force climbed from 27.4 percent to 35 percent. Husband-wife families with both partners in the labor force and with a 35 to 44 year old husband, experienced an increase in labor force participation from 36.5 percent in 1960 to 42.2 percent ten years later. These same families with children under age 18 also increased their entrance into the labor force quite substantially during this same ten year period. The labor force participation of these families with children under 18 rose from 32.7 percent in 1960 to 38 percent by 1970. What is even more dramatic is the rise in work participation of both husband and wife with children under 6 years of age. In 1960 almost 27 percent of these families were in the labor force. By 1970 this had grown to about 34 percent.

The percent of families with female heads in the labor force has grown substantially from 1960 to 1970 with and without children. In 1960 about 29 percent of families headed by females were in the labor force. This proportion reached almost 35 percent in 1970. Even with children under 18 more and more women heading families were working. In 1960 only about 44 percent worked, but by 1970, 50 percent were in the labor force. In fact, by 1970, 53 percent of families headed by females with children under age 6 were working.

Though the participation of women with children in the labor force has been increasing, the marital status and age of the children do make a difference in the likelihood of a woman entering the labor force. In 1976 in both Georgia and the United States between 71 and 81 percent of women who were single, divorced, widowed and married with absent husbands and had no children under 18 worked. However, the proportion of these women in the labor force drops drastically when they have children. In Georgia only about 29 percent of these women with children under 18 and 13 percent with children under six were in the labor force. In the nation this same pattern exists. Only 19 percent of those women without husbands and with children under 18 were labor force participants and when these women have children under age six the proportion in the work force drops to about seven percent.

The proportion of women in the labor force who have husbands present, was affected by their childrens ages, just as it influenced labor force participation of women without a husband present. Only about 46 percent of married women with a husband present, in both Georgia and the United States, were in the labor force in 1976. However, when these married women with husbands have children under age 18 their percent in the labor force both in Georgia and the United States increases to about 54 percent. This is of course the reverse of the situation of women without husbands who have children under age 18. On the other hand, the presence of children under age six reduces the proportion of women in the labor force who have husbands as it does for those who do not have a spouse present. The proportion in the labor force of women with a spouse present and young children dropped to 20 percent in the United States and 23 percent in Georgia from about 54 percent with children under 18 and 46 percent with no children.

This drop in the percent of women in the labor force with children under age six no matter what their marital status indicates that all women with young children share certain problems in terms of entering the work force. Some of these women with young children could be "traditionalists" and feel that their place is in the home with their children, especially when the children are preschoolers. In addition, women with young children have difficulty in finding good day care arrangements and of finding jobs with a salary that is sufficient to afford good child care. Even though the proportion of women with young children in the labor force was low compared to that of women without young children, the trend is toward an increasing percentage of women entering the labor force.

TABLE XXI

FAMILIES BY TYPE, COMPOSITION AND LABOR FORCE
PARTICIPATION WITH CHILDREN IN GEORGIA
IN 1960 AND 1970 *

	1960				
	Total	Head only in Labor Force	% of total	Head & wife in Labor Force	% of total
All Families	949	388	40.9	274	28.9
With own Children under 18	558	271	48.6	167	29.9
Husband-Wife families	811	346	42.6	274	33.8
Head under 35 to 44 years	446	221	49.6	163	36.5
With own children under 18	367	198	54.0	120	32.7
With own children under 6	255	153	60.0	68	26.7
Head 45 to 65 years & Over	365	124	34.0	111	30.4
With own children under 18	133	47	35.3	47	35.3
Families with female head	114	33	28.9	---	----
with own children under 18)	52	23	44.2	---	----
with own children under 6)					
	1970				
	Total	Head only in Labor Force	% of total	Head & wife in Labor Force	% of total
All Families	1150	438	38.1	334	29.0
With own Children under 18	657	301	45.8	197	30.0
Husband-Wife families	961	370	38.5	334	35.0
Head under 35 to 44 years	524	239	45.6	221	42.2
With own children under 18	417	209	50.1	157	37.6
With own children under 6	263	154	58.6	90	34.2
Head 45 to 65 years & Over	437	131	30.0	114	26.1
With own children under 18	143	44	30.8	40	28.0
Families with female head	150	52	34.7	---	----
With own children under 18	80	40	50.0	---	----
With own children under 6	30	16	53.3	---	----

Note: Items may not add due to rounding

Sources: U. S. Department of Commerce, Bureau of the Census,
United States Census of Population: 1960, PC(1) 12D Ga., Table
 111 and 1970 Census of Population, PC (1)-D12 Ga., Table 158.

* Numbers in Thousands

TABLE XXII

PERCENT DISTRIBUTION OF WOMEN IN THE LABOR FORCE BY
 PRESENCE AND AGE OF OWN CHILDREN UNDER 18 YEARS
 IN 1976 IN GEORGIA AND THE UNITED STATES

	Civilian Labor Force Number (in thousands)	Percent	No Children under 18	With Children under 18	With Children 6 to 17 (none younger) total	14-17	6-13	With Children under 6
<u>GEORGIA</u>								
All Women except those married with husband Present	411	100.0	71.3	28.7	15.8	4.8	10.8	13.1
Married Husband present	550	100.0	45.9	54.1	31.6	8.2	23.4	22.7
<u>UNITED STATES</u>								
All Women except those married with husband present	17,648	100.0	80.7	19.3	12.4	3.7	8.7	6.9
Married Husband present	22,364	100.0	46.5	53.5	33.3	9.9	23.3	20.2

Source: U. S. Department of Labor, Bureau of Labor Statistics, Marital and Family Status of Workers by State and Area, Report 545, December 1978, Table 11.

THE ECONOMIC SITUATION OF WOMEN IN THE LABOR FORCE

Though there has been over the last several decades an increasing participation of women in the labor force, the real economic situation of women has changed very little. The occupations of women, their rate of unemployment and their earnings in relationship to those of men have not changed substantially since the 1950's.

Occupations of Employed Women

From 1960 into 1970's the largest percentage of women has been in white-collar, rather than blue-collar occupations in both the nation and in Georgia. In fact from 1960 to 1977 an increasing proportion of women have moved into white collar occupations, while there has been a decrease or little change in those employed in blue-collar occupations. However, even with some changes, most women in 1977 were still in the service and clerical occupations they had in 1960.

The three white-collar occupations to experience an increasing proportion of women were professional and technical, managerial, and clerical. In spite of some movement into professional and managerial occupations women were in 1960 and still were in 1977 disproportionately represented in clerical work occupations.

From 1960 to 1977 the proportion of women in clerical work had grown substantially. In 1960 in Georgia 22 percent of employed females were clerical workers, and by 1977 this had increased to 32 percent. On the national level the percent of women in clerical occupations went from 30 percent in 1960 to 35 percent in 1977.

Besides clerical work, a greater proportion of employed women were in professional and managerial occupations in 1977 than in 1960. In 1960 in Georgia

about 11 percent of working women were in professional and technical occupations, but by 1977 this had grown to about 14 percent. Nationally also the percent of employed females in professional and technical work climbed from 12.4 percent in 1960 to almost 16 percent in 1977.

Besides the growing proportion of females in professional occupations, there has also been some slight increase in the percentage of females employed in managerial and administrative occupations. In Georgia the percent of female managers and administrators went from 3.4 percent in 1960 to 4.6 percent in 1977. In fact, in this occupational category the percent of women has been substantially greater in Georgia than for the nation. In 1960, five percent of female workers in the United States were managers and administrators and by 1977 this had only climbed to 5.9 percent.

Even with much talk of nontraditional occupations for women, the proportion of women in blue collar occupations from 1960 to 1977 decreased in both the state and nation. During this same period, however, the percent of males in blue collar work either stayed about the same or rose. The only blue collar occupations in the United States and Georgia to have a slight increase in the percent of female workers was craft and kindred.

Next to white collar occupations, the major occupational category with the largest percent of women workers has been, and still is, services. It must be noted that in both the United States and Georgia, there has been a decline in the proportion of female service workers from 1960 to 1977, while during this same period the proportion of men in service work has gone up slightly. In 1960, 28.7 percent of employed women were service workers in Georgia. This dropped to 20.2 percent by 1977. In the United States also the percent of females in service work went from 23.7 percent in 1960 to 20.9 per-

cent in 1977. Much of this drop has been due to the general decline of workers in specifically domestic service, rather than other service occupations such as protective and food service work.

The increasing proportion of women in professional and managerial work and the proportional decline of women operatives and domestic service work, may appear to reflect an improvement in the status of women. Unfortunately, traditional female work patterns remain firmly rooted. This is clearly indicated by the fact that in 1977 fifty percent of employed women, both in the state and in the nation, were in clerical and service work, just as 50 percent were in 1960. It should be noted that the period from 1960 to 1977 has brought greater occupational shifts for women in Georgia than the nation. In Georgia the proportional rise of women in professional, managerial and clerical occupations has been greater than that of the nation. Furthermore, the percentage decline of female domestic workers has been greater in the state than the nation.

TABLE XXIII

OCCUPATIONS OF EMPLOYED PERSONS BY SEX IN GEORGIA
AND THE UNITED STATES IN SELECTED YEARS
1960 TO 1977

Occupations	<u>Percent</u>				
	<u>1960</u> Male	<u>1970</u> Male	<u>1975</u> Male	<u>1976</u> Male	<u>1977</u> Male
<u>GEORGIA (Males)</u>					
Total employed	100.0	100.0	100.0	100.0	100.0
White Collar Workers Total	31.0	37.3	42.6	40.6	38.6
Professional Tech & Kindred	7.2	10.8	11.7	12.6	12.2
Managers & other Admin, except farm	11.1	11.7	16.2	15.5	14.4
Sales Workers	6.8	7.4	7.4	6.4	6.3
Clerical Workers	6.0	7.4	7.2	6.1	5.7
Blue Collar Workers Total	48.5	50.8	45.0	47.0	49.3
Craft & Kindred Workers	17.5	21.8	19.4	19.8	21.4
Operatives, except trans- port)	21.7	14.5	11.3	13.6	12.5
Transport equip. operatives)		6.6	6.5	6.0	6.5
Nonfarm laborers	9.3	7.9	7.7	7.6	8.9
Service Workers	5.9	6.7	6.9	7.1	7.6
Farm Workers	4.9	5.1	5.5	5.3	4.5
	<u>1960</u> Female	<u>1970</u> Female	<u>1975</u> Female	<u>1976</u> Female	<u>1977</u> Female
<u>GEORGIA (Females)</u>					
Total employed	100.0	100.0	100.0	100.0	100.0
White Collar Workers Total	42.6	53.3	60.1	58.2	58.6
Professional Tech & Kindred	10.8	13.7	14.0	15.6	14.1
Managers & other Admin, except farm	3.4	3.5	5.7	5.5	5.6
Sales Workers	6.4	6.2	7.3	6.1	5.8
Clerical Workers	22.0	29.9	33.2	31.0	33.2
Blue Collar Workers Total	22.3	23.7	18.5	21.1	20.1
Craft & Kindred Workers	1.1	1.9	1.2	1.5	1.8
Operatives, except trans- port)	20.7	20.1	14.7	17.4	16.6
Transport equip. operatives)		0.4	0.9	(1)	(1)
Nonfarm laborers	0.5	1.3	1.7	1.6	1.2
Service Workers	28.7	21.8	20.5	19.7	20.2
Farm Workers	1.9	1.2	0.9	1.0	1.1

* Table XXIII Concluded on next page

(1) Less than 0.1 percent

TABLE XXIII (concluded)

<u>Occupations</u>	<u>Percent</u>				
	<u>1960</u> <u>Male</u>	<u>1970</u> <u>Male</u>	<u>1975</u> <u>Male</u>	<u>1976</u> <u>Male</u>	<u>1977</u> <u>Male</u>
<u>U.S. (Males)</u>					
Total employed	100.0	100.0	100.0	100.0	100.0
White Collar Workers Total	37.4	41.0	41.1	41.1	40.9
Professional Tech & Kindred	10.9	13.9	14.6	14.7	14.6
Managers & other Admin, except farm	13.6	14.3	13.9	14.1	14.0
Sales Workers	5.7	5.7	6.1	6.0	6.0
Clerical Workers	7.2	7.1	6.5	6.3	6.3
Blue Collar Workers Total	46.4	47.0	45.2	45.6	46.1
Craft & Kindred Workers	18.9	20.1	20.4	20.5	20.9
Operatives, except trans- port	14.3	14.7	11.5	11.8	11.6
Transport equip. operatives)	5.3	4.9	5.9	5.8	6.1
Nonfarm laborers	7.9	7.3	7.4	7.5	7.5
Service Workers	6.4	6.8	8.5	8.8	8.7
Farm Workers	9.6	5.3	4.8	4.5	4.2

<u>Occupations</u>	<u>1960</u> <u>Female</u>	<u>1970</u> <u>Female</u>	<u>1975</u> <u>Female</u>	<u>1976</u> <u>Female</u>	<u>1977</u> <u>Female</u>
<u>U. S. (Females)</u>					
Total employed	100.0	100.0	100.0	100.0	100.0
White Collar Workers Total	35.4	60.5	62.8	63.2	63.2
Professional Tech & Kindred	12.4	14.5	15.7	16.0	15.9
Managers & other Admin, except farm	5.0	4.4	5.1	5.5	5.9
Sales Workers	7.7	7.1	6.9	6.7	6.7
Clerical Workers	30.3	34.5	35.1	35.0	34.7
Blue Collar Workers Total	16.6	16.1	14.3	14.5	14.6
Craft & Kindred Workers	1.0	1.1	1.5	1.5	1.6
Operatives, except trans- port	15.2	14.2	11.0	11.3	11.2
Transport equip. operatives	0.1	0.4	0.6	0.6	0.7
Nonfarm laborers	0.3	0.4	1.2	1.1	1.1
Service Workers	23.7	21.7	21.7	21.0	20.9
Farm Workers	4.4	1.8	1.4	1.3	1.3

Note: The 1960 figures for employed person's in Georgia are for those 14 years old and over, whereas the 1970 through 1977 figures are for employed persons 16 years old and over. Beginning 1971 occupational data, for the United States, are not strictly comparable with statistics for earlier years as a result of changes in the occupational classification system for the 1970 Census of Population that were introduced into Current Population Survey (CPS) in January 1971. Moreover, 1972 data are not completely comparable with 1971 relating to major activities and duties. Also some items may not add to 100% due to rounding

TABLE XXIII
SOURCES

Sources: U. S. Department of Commerce, Bureau of the Census, United States Census of Population: 1960, PC(1)-12D Ga., Table 120; 1970 Census of Population, PC(1)-D12 Ga., Table 174; U. S. Department of Labor, Bureau of Labor Statistics, Geographic Profile of Employment and Unemployment, 1975, Report 481, Table 9; Geographic Profile of Employment and Unemployment, 1976, Report 504, Table 6; State Profile of Employment and Unemployment 1977, Report 539, Table 4; Handbook of Labor Statistics, 1978, Bulletin 2000, 1979, Table 18.

UNEMPLOYMENT OF WOMEN

Unemployment Rates

Women in both Georgia and the nation from 1950 to the 1970's have experienced a higher unemployment rate than men. This pattern has prevailed in both economic good times and bad times. In 1950 in Georgia, the unemployment rate for men was three percent, but for women it was 4.4 percent. Nationally, men had a 5.1 percent unemployment rate, whereas the rate for women was 5.7 percent. Though the unemployment rates for men and women were higher in 1978 and 1979 there was still a gap between the rate for men and women. In Georgia in 1978 men had an unemployment rate of 4.6 percent while that for women was 7.2. In October 1979 the national unemployment rate for men was 5.2 percent, while women's rate was seven percent. Though the unemployment rates for women both in the nation and the state have been lower than men's, there has been a substantially greater gap between the unemployment rates for men and women in Georgia than in the nation.

TABLE XXIV

AVERAGE ANNUAL UNEMPLOYMENT RATES FOR MALES AND FEMALES
16 YEARS OLD AND OVER IN GEORGIA AND THE UNITED STATES
IN SELECTED YEARS

Years	Georgia		United States	
	Males	Females	Males	Females
1950	3.0	4.4	5.1	5.7
1960	3.8	5.5	5.4	5.9
1970	2.4	4.4	4.4	5.9
1975	7.9	9.7	7.9	9.3
1976	6.7	10.1	7.0	8.6
1977	5.6	8.8	6.2	8.2
1978	4.6	7.2	5.2	7.2
October 1979	INA	INA	5.2	7.0
Projected 1980	4.8	8.4	INA	INA

INA- Information not available

Sources: U. S. Department of Commerce, Bureau of the Census, United States Census of Population: 1960, PC(1)-12D Ga., Table 115; 1970 Census of Population, PC(1)-D12 Ga., Table 164; 1950 Census of Population, Vol. II, Part II Georgia, Table 66; U. S. Department of Labor, Bureau of Labor Statistics, Employment and Earnings, Vol. 26, No. 3 March 1979, Table A-2, Employment and Earnings, Vol. 26, No. 11, November 1979, Table A-2; Geographic Profile of Employment and Unemployment, 1975, Report 481, Table 3; Geographic Profile of Employment and Unemployment, 1976, Report 504, Table 3; State Profile of Employment and Unemployment, 1977; Report 539, Table 1; Georgia Department of Labor, Labor Information Systems, Georgia Annual Planning Information for Fiscal Year 1980, May 1979, Table 19; and Labor Resource Information for Affirmative Action Programs 1979, 1979, Table 2.

The Insured Unemployed Women in Georgia

Georgia's data on the characteristics of the unemployed are very helpful in discovering the kind of women in Georgia that have been unemployed. These data also reveal the industries and occupations in which most unemployed women are found.

In both second Quarter 1978 and 1979 some differences were found in the race and sex of Georgia's insured unemployed. The data indicated that women claimants in Georgia were more likely than men to be under age 21, between ages 26 and 55 and white. They also were more likely than men to collect unemployment insurance for a shorter period of time.

Unemployed women in Georgia in both second quarter 1978 and 1979 were most likely to be found in manufacturing rather than nonmanufacturing. Though about 47 percent in second quarter 1978 and 42 percent in second quarter 1979 of the insured unemployed were women, over 50 percent of the claimants in manufacturing were women. The major manufacturing industries with a large percentage of unemployed women were furniture and fixtures, electrical machinery, instruments and related, miscellaneous manufacturing, food and kindred products, textile mill products, apparel and related, rubber and miscellaneous, plastic products, and leather and leather products. The nonmanufacturing industries with high levels of unemployed women were communication and utilities; retail trade; finance, insurance and real estate; and services.

It has been previously noted that the majority of women have been employed in clerical and service occupations. Therefore, it is not surprising to find that over fifty percent of the claimants in clerical, service and bench work in both the second quarters of 1978 and 1979 were women.

TABLE XXV

AGE AND SEX OF THE INSURED UNEMPLOYED
IN GEORGIA FOR SECOND QUARTER
1978 AND 1979

II 1978				
	<u>Male</u>	<u>% of Male</u>	<u>Female</u>	<u>% of Female</u>
All Claimant Total	13,356	100.0	11,786	100.0
21 and under	717	5.4	688	5.8
22-25	1,099	8.2	964	8.2
26-35	1,651	12.4	1,627	13.8
36-45	936	7.0	946	8.0
46-55	595	4.5	656	5.6
56-65	474	3.5	365	3.1
over 65	75	0.6	56	0.5
INA	7,809	58.5	6,484	55.0

II 1979				
	<u>Male</u>	<u>% of Male</u>	<u>Female</u>	<u>% of Female</u>
All Claimant Total	15,463	100.0	11,310	100.0
21 and under	1,407	9.1	1,061	9.4
22-25	1,551	10.0	1,111	9.8
26-35	2,404	15.5	1,872	16.6
36-45	1,251	8.1	1,045	9.2
46-55	850	5.5	705	6.2
56-65	527	3.4	359	3.2
over 65	89	0.5	53	0.5
INA	7,384	47.8	5,104	45.1

Source: Georgia Department of Labor, Labor Information Systems, Georgia Labor Market Information Review, August 1979, Pg. 50.

TABLE XXVI

RACE AND SEX OF THE INSURED UNEMPLOYED
IN GEORGIA, SECOND QUARTER
1978 AND 1979

Qtr. II 1978				
<u>Race</u>	<u>Male</u>	<u>% of Male</u>	<u>Female</u>	<u>% of Female</u>
Total	13,356	100.0	11,786	100.0
White	8,430	63.1	7,754	65.8
Nonwhite	4,926	36.9	4,032	34.2

Qtr. II 1979				
<u>Race</u>	<u>Male</u>	<u>% of Male</u>	<u>Female</u>	<u>% of Female</u>
Total	15,463	100.0	11,310	100.0
White	9,201	59.5	7,195	63.6
Nonwhite	6,262	40.5	4,115	36.4

Source: Georgia Department of Labor, Labor Information Systems,
Georgia Labor Market Review, August 1979, pg. 52.

TABLE XXVII

THE INSURED UNEMPLOYED BY SEX AND WEEKS
UNEMPLOYED IN GEORGIA, SECOND QUARTER
1978 AND 1979

Qtr. II 1978				
<u>Weeks Unemployed</u>	<u>Male</u>	<u>% of Male</u>	<u>Female</u>	<u>% of Female</u>
Total	13,356	100.0	11,786	100.0
0 - 14 weeks	10,498	78.6	9,464	80.3
15 - 25 weeks	2,680	20.1	2,280	19.3
26 weeks	155	1.2	36	0.3
27 - 38 weeks	23	0.2	6	.1

Qtr. II 1979				
<u>Weeks Unemployed</u>	<u>Male</u>	<u>% of Male</u>	<u>Female</u>	<u>% of Female</u>
Total	15,463	100.0	11,310	100.0
0 - 14 weeks	12,342	79.8	9,536	84.3
15 - 25 weeks	2,940	19.0	1,719	15.2
26 weeks	167	1.1	46	0.4
27 - 38 weeks	14	.1	9	.1

Source: Georgia Department of Labor, Labor Information Systems,
Georgia Labor Market Review, August 1979, pg. 53.

TABLE XXVIII

THE INSURED UNEMPLOYED IN GEORGIA BY
SEX AND INDUSTRY SECOND QUARTER
1978 AND 1979

	Qtr. II 1978				
	Total	Male	% of Total	Female	% of Total
Total	25,142	13,356	53.1	11,786	46.9
Manufacturing	8,961	3,753	41.9	5,208	58.1
Durable Goods	2,109	1,354	64.2	755	35.8
Lumber-Wood Products	446	346	77.6	100	22.4
Furniture & Fixtures	134	76	56.7	58	43.3
Stone-Clay-Glass Products	177	133	75.1	44	24.9
Primary Metal Industries	106	85	80.2	21	19.8
Fabricated Metal Products	239	162	67.8	77	32.2
Machinery (except electrical)	249	185	74.3	64	25.7
Electrical Machinery	249	115	46.2	134	53.8
Transportation Equipment	208	168	80.8	40	19.2
Instruments, Related	37	12	32.4	25	67.6
Misc. Manufacturing	264	72	27.3	192	72.7
Nondurable Goods	6,852	2,399	35.0	4,453	65.0
Food, Kindred Products	851	411	48.3	440	51.7
Tobacco Manufacturers	17	5	29.4	12	70.6
Textile Mill Products	3,139	1,281	40.8	1,858	59.2
Apparel & Related	1,785	204	11.4	1,581	88.6
Paper & Allied Products	177	121	68.4	56	31.6
Printing & Publishing	198	86	43.4	112	56.6
Chemicals & Allied Products	214	129	60.3	85	39.7
Petroleum Refin. Related	17	14	82.4	3	17.6
Rubber Misc. Plastic Prods.	404	137	33.9	267	66.1
Leather & Leather Products	50	11	22.0	39	78.0
Nonmanufacturing	16,181	9,603	59.3	6,578	40.7
Mining	46	43	93.5	3	6.5
Contract Construction	2,558	2,406	94.1	152	5.9
Trans. Communication & utilities	877	671	76.5	206	23.5
Transportation	711	579	81.4	132	18.6
Communication & Utilities	166	92	55.4	74	44.6
Trade	5,259	2,455	46.7	2,804	53.3
Wholesale	1,441	879	61.0	562	39.0
Retail	3,818	1,576	41.3	2,242	58.7
Finance, Insurance & Real Estate	784	328	41.8	456	58.2
Service	3,529	1,491	42.2	2,038	57.8
Not elsewhere Classified	3,128	2,209	70.6	919	29.4

*Table XXVIII concluded on next page

TABLE XXVIII
(Concluded)

	Qtr. II 1979				
	Total	Male	% of Total	Female	% of Total
Total	26,773	15,463	57.8	11,310	42.2
Manufacturing	8,572	4,161	48.5	4,411	51.5
Durable Goods	2,884	1,988	68.9	896	31.1
Lumber-Wood Products	380	316	83.2	64	16.8
Furniture & Fixtures	157	90	57.3	67	42.7
Stone-Clay-Glass Products	277	208	75.1	69	24.9
Primary Metal Industries	95	80	84.2	15	15.8
Fabricated Metal Products	300	181	60.3	119	39.7
Machinery (except electrical)	214	177	82.7	37	17.3
Electrical Machinery	349	121	34.7	228	65.3
Transportation Equipment	829	734	88.5	95	11.5
Instruments, Related	124	21	16.9	103	83.1
Misc. Manufacturing	159	60	37.7	99	62.3
Nondurable Goods	5,688	2,173	38.2	3,515	61.8
Food, Kindred Products	846	418	49.4	428	50.6
Tobacco Manufacturers	7	1	14.3	6	85.7
Textile Mill Products	2,307	1,037	45.0	1,270	55.0
Apparel & Related	1,675	228	13.6	1,447	86.4
Paper & Allied Products	209	155	74.2	54	25.8
Printing & Publishing	198	103	52.0	95	48.0
Chemicals & Allied Products	113	84	74.3	29	25.7
Petroleum Refin. Related	10	9	0.9	1	0.1
Rubber Misc. Plastic Prods.	194	94	48.5	100	51.5
Leather & Leather Products	129	44	34.1	85	65.9
Nonmanufacturing	18,201	11,302	62.1	6,899	37.9
Mining	30	29	96.7	1	3.3
Contract Construction	3,082	2,909	94.4	173	5.6
Trans. Communication & utilities	856	630	73.6	226	26.4
Transportation	668	533	79.8	135	20.2
Communication & Utilities	188	97	51.6	91	48.4
Trade	5,866	2,898	49.4	2,968	50.6
Wholesale	1,547	962	62.2	585	37.8
Retail	4,319	1,936	44.8	2,383	55.2
Finance, Insurance & Real Estate	783	351	44.8	432	55.2
Service	4,144	1,902	45.9	2,242	34.1
Not elsewhere Classified	3,440	2,583	75.1	857	24.9

Sources: Georgia Department of Labor, Labor Information Systems,
Georgia Labor Market Information Review, August 1978, pg. 27
 and Georgia Labor Market Review, August 1979, pg. 46.

TABLE XXIX

THE INSURED UNEMPLOYED BY SEX AND
OCCUPATION IN GEORGIA SECOND
QUARTER 1978 AND 1979

Qtr. II 1978					
Major Occupational Groups	Total	Male	% of Total	Female	% of Total
Total All Claimants	25,142	13,356	53.1	11,786	46.9
Prof. /Tech/Managerial	1,162	749	64.5	413	35.5
Clerical/Sales	2,246	600	26.7	1,646	73.3
Services	928	381	41.1	547	58.9
Farming/Fishing/Forestry	84	70	83.3	14	16.7
Processing	306	168	54.9	138	45.1
Machine Trades	1,088	574	52.8	514	47.2
Bench Work	859	152	17.7	707	82.3
Structural Work	1,051	1,020	97.1	31	2.9
Miscellaneous	1,144	877	76.7	267	23.3
All other	16,274	8,765	53.9	7,509	46.1

Qtr. II 1979					
Major Occupational Groups	Total	Male	% of Total	Female	% of Total
Total All Claimants	26,773	15,463	57.8	11,310	42.2
Prof./ Tech/Managerial	1,886	1,241	65.8	645	34.2
Clerical/Sales	3,773	1,226	32.5	2,547	67.5
Services	1,566	715	45.7	851	54.3
Farming/Fishing/Forestry	114	97	85.1	17	14.9
Processing	446	261	58.5	185	41.5
Machine Trades	1,415	882	62.3	533	37.7
Bench Work	1,070	282	26.4	788	73.6
Structural Work	1,765	1,682	95.3	83	4.7
Miscellaneous	1,910	1,497	78.4	413	21.6
All other	12,828	7,580	59.1	5,248	40.9

Source: Georgia Department of Labor, Labor Information Systems,
Georgia Labor Market Information Review, August 1979,
Pg. 48, 49

The Earnings of Female Workers

From the 1950's to the 1970's the earnings of women as a percent of men's have fluctuated from decade to decade. Even with all the emphasis on equal pay for equal work, there was in the 1950's and still was in the 1970's a wide gap between the earnings of men and women, whether one looks at women's race or education.

From 1966 to 1977, there has apparently been some downturn in the nation in women's earnings as a percent of men's (see table 30). It should be noted that the data from 1955 to 1966, in table 28, were only for wage and salary workers. From 1966 to 1977, women's earnings as a percent of men's fluctuated between a low of 56.6 percent in 1973 and a high of 60.5 percent in 1969. In 1973 the nation suffered from a recession which may have had a negative effect on the median income of women more so than that of men. There was also some fluctuation in Georgia in the median income of women who worked as compared to that of men. In 1949, the median income of working females was 48.0 percent, that of men, 55 or 60 percent is still a long way from being equal.

In comparing the earnings of white and black women to that of men of their own race, equality is still not evident. However, the earnings of black women has been more nearly equal to that of black men than that of white women to white men. In 1975 the earnings of white females in the nation were only 57.9 percent that of white men's, while the earnings of black women were 75.3 percent of black men's. In Georgia the earnings of white women were 59.8 percent that of white men, whereas black women's earnings were 81.8 percent of black men's. On the surface it appears that black women have been making progress. It should be noted that black men's earnings in 1975 were only 75 percent that of white men nationally and 55

percent that of white male Georgians. Furthermore, the earnings of black women in Georgia were only 75 percent of that of white women, though at a national level the earnings of black and white women were almost equal.

One would hope that women at higher educational levels would have earnings equal or at least nearly equal to that of men. Unfortunately, this has not been the case. In 1975, in the United States women's earnings were 59 percent that of men with the earnings of female college graduates being just slightly better, 60.7 percent that of men. In Georgia it has been apparent that female college graduates' earnings in relation to that of male graduates was actually lower than when the earnings of all women were compared to that of all men. The median earnings for all women in Georgia were 61.8 percent of men, while female college graduates' earnings were only 59.9 percent that of male graduates. These data indicate that greater education for women has not helped to equalize the earnings of men and women.

TABLE XXX

MEDIAN ANNUAL EARNINGS OF YEAR-ROUND FULL-TIME WORKERS
14 YEARS AND OVER BY SEX,
1955-77

Year	Annual earnings		Women's earnings as percent of men's
	Women	Men	
1955	\$2,719	\$ 4,252	63.9
1956	2,827	4,466	63.3
1957	3,008	4,713	63.8
1958	3,102	4,927	63.0
1959	3,193	5,209	61.3
1960	3,293	5,417	60.8
1961	3,351	5,644	59.4
1962	3,446	5,794	59.5
1963	3,561	5,978	59.6
1964	3,690	6,195	59.6
1965	3,823	6,375	60.0
1966	3,973	6,848	58.0
1967	4,150	7,182	57.8
1968	4,457	7,664	58.2
1969	4,977	8,227	60.5
1970	5,323	8,966	59.4
1971	5,593	9,399	59.5
1972	5,903	10,202	57.9
1973	6,335	11,186	56.6
1974	6,970	11,889	58.6
1975	7,504	12,758	58.8
1976	8,099	13,455	60.2
1977	8,618	14,626	58.9

NOTE: Data for 1955 to 1966 are for wage and salary workers only and exclude self-employed persons.

Sources: U. S. Department of Labor, Bureau of Labor Statistics, U. S. Working Women: A Data Book, Bulletin 1977, 1977, Table 37; and U. S. Department of Labor, Womens Bureau, The Earnings Gap Between Women and Men 1979, Table 1.

TABLE XXI

MEDIAN ANNUAL INCOME OF MALE AND FEMALE WORKERS
IN GEORGIA IN SELECTED YEARS
1949 TO 1975

Year	Male, 14 yrs. old & over			Female, 14 yrs. old & over		
	Total	Worked	Did not Work	Total	Worked	Did not work
1949	\$1,470	\$1,569	542	626	763	\$376
1959	2,758	3,022	776	980	\$1,379	644
1975	7,163	8,551	2,375	3,299	4,706	1,694

Year	Women's Income as a Percent of Men's		
	Total	Worked	Did not Work
1949	43.3	48.6	69.4
1959	35.5	45.6	83.0
1975	46.1	55.0	71.3

Sources: U. S. Department of Commerce, Bureau of the Census, 1950 Census of population, Vol. II, Part II Georgia, Table 91; United States Census of Population: 1960, PC(1)-12D Ga. , Table 136; Money Income and Poverty Status in 1975 of Families and Persons in the United States and the South Region, by Divisions and States, Series P-60, No. 112, Table 11 B.

TABLE XXXII

MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS
BY SEX AND RACE IN THE UNITED STATES AND SOUTH
ATLANTIC STATES- 1975 *

	Men		Women	
	White	Black	White	Black
United States, Total	\$13,068	\$ 9,625	\$ 7,560	\$ 7,243
South Atlantic	12,446	8,224	7,249	6,480
Delaware	14,198	9,477	7,692	7,054
Maryland	14,902	11,288	8,888	8,801
District of Columbia	18,660	10,921	12,705	8,896
Virginia	12,958	8,295	7,605	5,889
West Virginia	11,637	1/	6,403	1/
North Carolina	10,761	8,226	6,332	5,804
South Carolina	11,798	6,715	6,761	5,325
Georgia	12,651	6,957	7,559	5,692
Florida	11,985	6,995	7,037	6,290

	Women's as percent of Mens	
	White	Black
United States, Total	57.9	75.3
South Atlantic	58.2	78.8
Delaware	54.2	74.4
Maryland	59.6	78.0
District of Columbia	68.1	81.5
Virginia	58.7	71.0
West Virginia	55.0	1/
North Carolina	58.8	70.6
South Carolina	57.3	79.3
Georgia	59.8	81.8
Florida	58.7	89.9

*Persons 16 years old & over

Source: U. S. Department of Labor, Bureau of Labor Statistics, Work Experience and Earnings in 1975 by State and Area, Report 536, August 1978, Report 536, Table 6.

¹Earnings not shown where number reporting earnings is less than approximately 60 sample cases.

TABLE XXXIII

MEDIAN EARNINGS OF YEAR-ROUND FULL-TIME WORKERS
BY SEX IN THE UNITED STATES AND SOUTH ATLANTIC
STATES 1975 *

	Men		Women	
	All Persons	College Graduates	All Persons	College Graduates
United States	\$12,770	\$17,891	\$ 7,531	\$10,861
South Atlantic	11,764	17,819	7,102	10,522
Delaware	13,754	21,281	7,590	11,867
Maryland	14,255	21,613	8,874	12,360
District of Columbia	12,298	20,287	9,652	14,637
Virginia	12,298	19,512	7,363	10,494
West Virginia	11,595	13,068	6,387	1/
North Carolina	10,171	15,733	6,217	1/
South Carolina	10,458	17,661	6,374	1/
Georgia	11,651	16,638	7,206	9,973
Florida	11,476	15,979	6,893	10,180

	Women's as percent of Men's	
	All Persons	College Graduates
United States	59.0	60.7
South Atlantic	60.4	59.0
Delaware	55.2	55.8
Maryland	62.3	57.2
District of Columbia	78.5	72.1
Virginia	59.9	53.8
West Virginia	55.1	----
North Carolina	61.1	----
South Carolina	60.9	----
Georgia	61.8	59.9
Florida	60.1	63.7

*Persons 16 years old & over

Source: U. S. Department of Labor, Bureau of Labor Statistics, Work Experience and Earnings in 1975 by State and Area, Report 536, August 1978, Table 5.

¹Earnings not shown where number reporting earnings is less than approximately 60 sample cases.

Female Applicants at Georgia's Job Service Centers

Some of the same patterns of bias against women in regards to occupation and earnings which have been previously discussed also have been evident in the treatment of female applicants at Georgia's Job Service Centers. The October 1979 data from the Employment Service Automated Reporting System indicated that a high proportion of women applicants were placed in "traditional" women's job, or in jobs with lower wages than those for men, and in fact were less likely than male applicants to be placed on a job.

A very high proportion of Georgia's female job applicants in October 1979 were placed in clerical, service and bench work occupations. Even though 57.5 percent of Georgia's applicants were female, between 77 and 85 percent of the applicants for clerical, sales and bench work occupations were female.

Not only were an inordinately high proportion of women applicants applying for traditional women's occupations, but also the wage rates of the jobs at which women applicants have been placed were much lower than those for men. The average wage rate for women in October 1979 was \$3.07 per hour, while the rate for male applicants was \$3.47 per hour. Furthermore, almost 76 percent of the applicants placed in jobs making less than \$2.90 per hour were women, while over 75 percent or more of the applicants placed in jobs paying more than \$3.50 per hour were men.

In addition, to the differences in wage levels of jobs in which women have been placed compared to male applicants, a greater percentage of male applicants have been placed in jobs as compared to females. Though 57.5 percent of the applicants in October 1979 were women, only 40.4 percent

were placed in jobs. Furthermore, of those applicants referred to a job only 43 percent were women, in addition, only 40.5 percent of the persons being placed on a job as the result of job development contacts were women, and only 41.6 percent of those applicants for whom job development contacts were made were female.

SUMMARY

From the preceding data it is apparent that in spite of much talk of "women's liberation", "equal rights for women", and the insistence that there are many laws on the books protecting women, women have not been and were still not, in the 1970's, the economic equals of men. The unemployment rates for women have been higher in both the nation and Georgia whether economic times were good or bad. Though there has been some increase of women in professional and managerial positions, the majority of women were, in the 1970's still employed in clerical and service occupations. Wage levels for women have not become equal to that of men. In fact, there has been very little closing of the gap between the earnings of men and women over the last 20 to 30 years. The major reason for women's wages lagging behind men's has been that women are employed in the poorer paying sectors of the economy. Furthermore, when women do get into manufacturing, where wages are usually better than those of many traditional women's occupations, they usually end up in the poorer industries. The Bureau of Labor Statistics states that women usually end up concentrated in industries, such as clothing, and electrical equipment where wages are lower than in other types of factories.

TABLE XXXIV

MAJOR OCCUPATIONAL CATEGORIES OF TOTAL AND FEMALE GEORGIA
JOB SERVICE CENTER APPLICANTS IN THE ACTIVE FILE
OCTOBER 1979

Occupations	Active File		
	Total	Female	% of Total
Total	\$128,731	\$74,016	57.5
Professional, Technical & Managerial	10,030	4,564	45.5
Professional, Technical & Administrative	6,126	3,224	52.6
Managers, Officials	3,061	899	29.4
Misc, Prof., Tech; & Managerial	843	441	52.3
Clerical and Sales	25,775	20,412	79.2
Clerical	21,380	18,123	84.8
Sales	4,395	2,289	52.1
Service	27,877	21,414	76.8
Domestic Service	4,708	4,497	95.5
Other Service	23,169	16,917	73.0
Farming, Fishing & Forestry	2,256	707	31.3
Processing	3,543	1,850	52.2
Machine Trades	9,046	3,768	41.7
Bench Work	7,685	6,193	80.6
Structural	11,906	537	4.5
Miscellaneous Occupations	15,066	3,407	22.6
Motor Freight & Transportation	5,414	350	6.5
Packaging and Material Handling	9,114	2,924	32.1
Other Miscellaneous Occupations	538	133	24.7
Entry Workers ¹	12,264	8,786	71.6

¹Entry Workers are included in the total but are excluded from the occupational categories

NOTE: Major occupational categories do not add to the total due to the exclusion of those individuals given invalid occupational codes.

Source: ESARS Table 96

TABLE XXXV

WAGE RATES AT WHICH MALE AND FEMALE JOB
SERVICE CENTER APPLICANTS WERE PLACED
OCTOBER 1979

Wage Rate	Total	Male		Female	
		Number	Percent	Number	Percent
Under \$2.90	217	53	24.4	164	75.6
\$2.90-\$3.10	5,281	2,746	52.0	2,535	48.0
\$3.11-\$3.49	1,300	769	59.2	531	40.8
\$3.50-\$3.99	1,210	903	74.6	307	25.4
\$4.00-\$4.49	765	651	85.1	114	14.9
\$4.50-\$4.99	219	187	85.4	32	14.6
\$5.00-\$5.49	189	167	88.4	22	11.6
\$5.50-\$5.99	57	51	89.5	6	10.5
\$6.00-Over	193	179	92.7	14	7.3
Average	\$3.32	\$3.47	----	\$3.07	----

Source: Esars Table 15

TABLE XXXVI

PLACEMENT AND REFERRAL OF GEORGIA JOB
SERVICE CENTER APPLICANTS
OCTOBER 1979

	<u>Total</u>	<u>Male</u>		<u>Female</u>	
		<u>Number</u>	<u>Percent</u>	<u>Number</u>	<u>Percent</u>
Total Active Applicants	128,731	54,715	42.5	74,016	57.5
Total Applicants Placed	10,009	5,961	59.6	4,048	40.4
Individuals Placed, Nonagriculture					
Total	9,847	5,848	59.4	3,999	40.6
Over 3 days	8,971	5,069	56.5	3,902	43.5
Over 150 days	7,929	4,528	57.1	3,401	42.9
3 days or less	991	879	88.7	112	11.3
Individuals Referred to Job					
Total	18,471	10,510	56.9	7,961	43.1
Nonagriculture	18,276	10,376	56.8	7,900	43.2
Placements-Result of Job Development	2,726	1,621	59.5	1,105	40.5
Individuals for whom Job Development Contacts were made	10,837	6,332	58.4	4,505	41.6

Sources: ESARS Table 03 and 96

HELPING WOMEN ACHIEVE EQUALITY IN THE LABOR MARKET

Anti-discrimination Laws and Regulations

The following discussion has clearly indicated that there has been some employer bias against women. In order to eliminate discrimination against women, a number of laws and regulations have been instituted in the 1960's and 1970's.

Section 6(d) of the Fair Labor Standards Act of 1938 was amended in 1963. This amendment requires that women workers doing equal work in the same establishment as men, on jobs that require equal skill, receive equal pay. The coverage of this act was extended in 1972 to include executive, administrative and professional employees and outside salespersons. In 1974, the act's coverage was extended to include federal, state and local government employees.

Title VII of the Civil Rights Act of 1964 which was amended by the Equal Employment Opportunity Act of 1972 prohibits job discrimination on the bases of sex, as well as, race, religion and national origin. The 1972 amendments also broadened the act to include workers in state and local government and educational institutions, as well as employers with 15 or more workers.

In addition to the acts just discussed, Executive Order 11246 was amended by Executive Order 11375 effective October 14, 1968. This order prohibits sex discrimination, as well as discrimination based on race, color, sex, religion and national origin, by employers with federal contracts or subcontracts or federally assisted construction contracts or subcontracts in excess of \$10,000. Also, this amendment requires that these employers take affirmative action to insure equal opportunity in all areas of employment. In addition a written affirmative action plan is required by those

contractors or subcontracts with 50 or more employees and a government contract or subcontract of \$50,000, or more. Effective on May 8, 1978 additional regulations were added. These require construction contractors and subcontractors with federally assisted contracts and subcontracts of \$10,000 to adhere to specific affirmative action standards to insure equal employment opportunity for women and minorities.

In education, Title IX of the Education Amendments of 1972 prohibited discrimination on the basis of sex in education programs receiving financial aid from the federal government. Regulations issued by the Office of Civil Rights on July 21, 1975 extended the provisions of this act to include many specifically job related activities, such as recruitment, advertising, hiring, upgrading and promotion.

Section 132(a) of the Comprehensive Employment and Training Act was amended in 1978 to prohibit discrimination based on sex, race, age, religion, national origin, handicap or political affiliation or belief in CETA funded programs.

In addition to these laws and regulations, it has been felt by many women's organizations that an amendment to the constitution guaranteeing equal rights for women was needed. Though the Equal Rights Amendment was first submitted to Congress in 1923, it did not become a real issue until the 1960's. In 1972 the ERA was passed in Congress, but in order to become law it must be ratified by 38 state legislatures. In 1980 the Equal Rights Amendment is still three states legislatures short of becoming law but has until 1982 to get the additional state ratifications that are needed.

In order to stop discrimination against women, the Georgia State Legislature in 1978 established the Office of Fair Employment Practices. This

office was created to carry out the legislative mandate to "safeguard individuals within the State of Georgia from discrimination in public employment because of race, color, religion, national origin, sex, handicap and age with respect to employment."¹²

Training Programs

In addition to laws and regulations barring discrimination in employment, the United States Department of Labor, administers many programs the purposes of which are to aid women in improving their situation in the labor market. Some of these programs instituted to help women are WIN, CETA, Apprenticeship Training and Women's Bureau Outreach Projects.

The Work Incentive Program (WIN) authorized under Title IV of the Social Security Acts offers employment assistance for recipients of Aid to Families with Dependent Children, a large portion of whom are women. Essentially, WIN supported at the local level by the public employment service and the welfare agency, offers their clients both employment and supportive services. Supportive services include, such things as day care, transportation or medical examinations. Employment assistance may be job training, development and referral.

Under the Comprehensive Employment and Training Act (CETA) states, cities counties and various local governments can get Federal grants to help in training programs in their areas. A large portion of CETA participants have been women. In addition, the CETA amendments of 1978 require that prime sponsors in their annual plans identify segments of their population by sex, race, age and national origin who are eligible for CETA services. In fact Title III of the amended act specifically includes women, single parents, and displaced homemakers in the list of groups eligible for special programs and

activities because of their disadvantaged place in the labor market.

As has been discussed, women have been confined to traditional female occupations. The Department of Labor has been working to change that situation by trying to increase the number of women in apprenticeable occupations. Regulations have established policies and procedures promoting equality or opportunity in apprenticeship training programs registered with the United States Department of Labor. In June 1978 these regulations were amended requiring written affirmative action plans for women. Besides supporting affirmative action in apprenticeship training, the Department of Labor since the 1960's has funded numerous outreach programs designed to recruit women into apprenticeship programs. In fact, by 1978 there were special women's components of apprenticeship programs operating in 23 cities.

Other projects for women include the Minority Women Employment Program and Women's Bureau Outreach Projects. The Minority Women Employment Program began in Atlanta in 1971 as a demonstration project funded by ETA's Office of Research and Development to find out if the outreach strategy for recruiting women for apprentices could also be applied for managerial, professional and technical jobs. This project was replicated in 1973 in Houston and in 1975 it was expanded to include Dallas, New Orleans, Los Angeles, Cincinnati, Dayton and the Tulsa-Oklahoma City area. Also in fiscal year 1978 the Women's Bureau contracted for twelve special outreach projects designed to test various methods for increasing the employment prospects for all kinds of women, Appalachian, Migrant workers, displaced homemakers, young women and rural minority women.

FOOTNOTES
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FOOTNOTES

¹ U. S. Department of Labor, Bureau of the Census, Women in the Labor Force: Some New Data Series, Report 575 (Washington, D.C.: Government Printing Office, October, 1979), pg. 2

² Ibid., pg. 3

³ U. S. Department of Commerce, Bureau of the Census, A Statistical Portrait of Women in the United States, Special Studies Series P-23, No. 58 (Washington, D.C.: Government Printing Office, April 1976), pg. 7

⁴ Ibid., pg. 15

⁵ Ibid., pg. 26

⁶ U. S. Department of Labor and U. S. Department of Health, Education and Welfare, Employment and Training Report of the President (Washington, D.C.: Government Printing Office, 1979), pg. 99

⁷ U. S. Department of Commerce, Bureau of Census, A Statistical Portrait of Women in the United States, pg. 26

⁸ U. S. Department of Labor and U. S. Department of Health, Education and Welfare, Employment and Training Report of the President, pg. 100

⁹ Ibid., pg. 101

¹⁰ Ibid., pg. 106

¹¹ "Twin Strategies Necessary To Close Pay Gap for Women," AFL-CIO News, January 5, 1980, pg. 4

¹² Georgia Office of Fair Employment Practices, General Guide to the Procedures, Rules, Regulations and Goals of the Georgia Office of Fair Employment Practices (June 1, 1979), pg. 1

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